

Doris, Grace

From: Doris, Grace
Sent: Wednesday, February 19, 2014 8:51 AM
To: Daniels, William; Parker, Michelle; Wong, Judith
Subject: FW: Inappropriate Behavior -- Your Assistance Requested

Follow Up Flag: Follow up
Flag Status: Flagged

FYI – this just came in to Howard and I, Wanted to be sure you were aware of it in case Howard asks more questions. (b)(6) sent this twice to us, one with the memo attached and one without. I will forward both of them.

Grace Doris

Physical Security Specialist Team Lead
U.S. Environmental Protection Agency Region 8
1595 Wynkoop Street (8TMS-INF)
Denver, CO 80202

303-312-6399

SEE SOMETHING SAY SOMETHING - Dial 312-6886 and select 1 -for SECURITY- **Be Vigilant!**

From: (b)(6)
Sent: Wednesday, February 19, 2014 8:34 AM
To: Howard Cantor; Doris, Grace
Subject: RE: Inappropriate Behavior -- Your Assistance Requested

Howard and Grace: I remember meeting Mr. Nicoletti (b)(6) before our violence in the workplace policy was instituted in its current form. He was extremely helpful to me back then during a very serious violence in the workplace issue. I respect him immensely. If there is anything I can do to help, please let me know. If you think people would be more willing to open up to me vs. mgmt regarding rumors or information they have on this, I'd be happy to be a conduit. (b)(6)

(b)(6) would tell me (b)(6) If circumstances dictate such You can imagine the humorous comments given the foul circumstances, but being familiar with violence in the workplace issues, this behavior is rather cowardly brazen which makes it more threatening. If this person is not found and they don't leave during the VERA period, their next action could be grander in scheme because they didn't get caught this time. I can think of two people right off the bat that should be checked out...one who under the context of emergency, defecated outside the building when precluded from coming into the building prior to 5:30 am and who sits on the floor (b)(6) said yesterday that that was where the defecation was found)... and another, whose behavior was suspicious when ammunition was found on the person, their car was parked on the side of the building, and they had been observed kicking the front door. I know management knows the folks referenced herein, and hopefully have officially or unofficially looked into those two and any other potential folks who have had issues in the past. Please let me know if I can be of assistance.

From: Howard Cantor [mailto:Howard_Cantor@epamail.epa.gov]
Sent: Tuesday, February 18, 2014 11:09 AM

To: All Region 8 Employees
Subject: Inappropriate Behavior -- Your Assistance Requested
Importance: High

UNITED STATES ENVIRONMENTAL PROTECTION AGENCY

REGION 8

1595 Wynkoop Street
DENVER, CO 80202-1129
Phone 800-227-8917
<http://www.epa.gov/region08>

February 18, 2014

Ref: 8RA

MEMORANDUM

SUBJECT: Inappropriate Behavior – Your Assistance Requested

FROM: Howard M. Cantor//signed//
Deputy Regional Administrator

TO: All Region 8 Employees, SEEs and Contractors

As some of you may be aware, there have been several incidents of inappropriate behavior in the building. A couple of examples include an individual clogging the toilets with large amounts of paper towels and an individual placing feces in the hallway outside of one the restrooms.

Management consulted with Dr. John Nicoletti, a national expert on preventing workplace violence, about these incidents. He advised us that this is very dangerous behavior as it includes property destruction and a disregard for the health and safety of others. He warned us that these individuals will probably escalate their behavior. Management is taking this situation very seriously and will take whatever actions are necessary to identify and prosecute these individuals. You can assist us by letting us know if you have any information about a specific incident.

Dr. Nicoletti recently provided the Region with refresher training on preventing workplace violence. For those of you who took his recent class or one of his classes in past years, you may understand why the agency is very concerned about this type of behavior. Behavior that includes the destruction of property and disregard for human health is classified by Dr. Nicoletti as attack-related behavior.

Please inform your supervisor, a management official, or a member of the Regional Crisis Management and Advisory Team (RCMAT) if you observe or become aware of inappropriate behavior in the workplace. The RCMAT consists of Bridget Dunlap, Human Resources Officer; Bill Daniels, Infrastructure Program Manager; Grace Doris, Regional Security Officer; and Michelle Parker, Labor and Employee Relations Officer. Management takes its responsibility to provide all employees with a safe and healthy work environment seriously. We request your assistance in notifying us so that we can put a stop to this type of behavior before it escalates.